

# *EMPLOYEE ENGAGEMENT*

## Human Performance Improvement Action Team

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Pantex Plant

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Pantex



# *Bio*

- ▣ Gerald Johnston
- ▣ Security Police Officer
- ▣ B & W Pantex
- ▣ 19 years experience in the DOE complex
- ▣ Involved in safety 18 years
- ▣ 80 hour HPI trained
- ▣ Represents Pantex Guard Union as the BBS/HPI co-facilitator

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# *INTEGRATED SAFETY MANAGEMENT*

A straight forward,  
understandable process used  
to ensure safe operations

*However...Something was Missing*

# *EMPLOYEE ENGAGEMENT*

- ▣ The “boots on the ground”
- ▣ Those in the “line of fire”
- ▣ The shop floor workers



# HOW WE BECAME ENGAGED

- ▣ PATRIOTS Safety Committee
- ▣ BBS Observations identified a “red flag”
- ▣ At-Risk Behaviors and Unsafe Ramp Activities Directly Impacted Three Divisions
  - Maintenance
  - Manufacturing
  - Security



# *EMPLOYEE INVOLVEMENT*

Human Performance Improvement *Action Team*:

## **RAMP SAFETY TEAM**

Tasked to delve into unsafe activities occurring in the Ramps, as identified by the trend analysis.



# *RAMP SAFETY TEAM*

## *TEAM PERFORMED:*

- ▣ Interviews (informal and formal)
- ▣ Focused observations
- ▣ Walk-down “areas of concern”
- ▣ Review of existing policy/requirements
  - Plant Bicycle Policy
  - Material Delivery Protocols
  - Others

# *ACTION ITEMS IDENTIFIED*

The investigation was  
extensive and resulted in

## 27 ACTION ITEMS



# *OPPORTUNITIES FOR IMPROVEMENT*

The team discovered latent organizational weaknesses that were directly linked to the at-risk observed behaviors:

Ramp material clutter and  
vehicle congestion



# *OPPORTUNITIES FOR IMPROVEMENT*

Inappropriate material  
basket and pallet storage





# *OPPORTUNITIES FOR IMPROVEMENT*

Missing “Cradle-to-Grave”  
Processes for Materials







# *OPPORTUNITIES FOR IMPROVEMENT*

At-risk behaviors which include:

- ▣ Ignoring ramp warning/designated postings
- ▣ Excessive Speed used with “Carts/Bikes”
- ▣ Walking in large groups, blocking pathways
- ▣ Ignoring responding emergency vehicles

# ***TOTAL TEAM EFFORT***

**Senior Management and the Ramp Safety Team performed a walk-down together:**

- ▣ Reviewed known areas of concern
- ▣ Performed immediate corrective actions
- ▣ Developed formal long-term corrective actions

# *CONTINUOUS IMPROVEMENT*

The Plant Manager implemented a permanent “employee owned/driven” Ramp Safety Team

- Team monitors participates in the development and monitoring of corrective actions to completion
- Senior Management with Ramp Safety Team conduct quarterly walk-through of ramp network.

BEFORE



AFTER



BEFORE



AFTER





BEFORE



AFTER





BEFORE



AFTER



# *KEYS TO SUCCESS*

We would not be here Today without

**EMPLOYEE EMPOWERMENT  
AND ENGAGEMENT**

Please use our experience as an example of what can be accomplished if the workers are empowered to own and manage the safety of their work environment.

**"US TAKING CARE OF US"**

# QUESTIONS?

If we can help please contact:

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